

# The ZIS Strategic Plan – Enabling the ZIS Experience

## Sustainable financial model

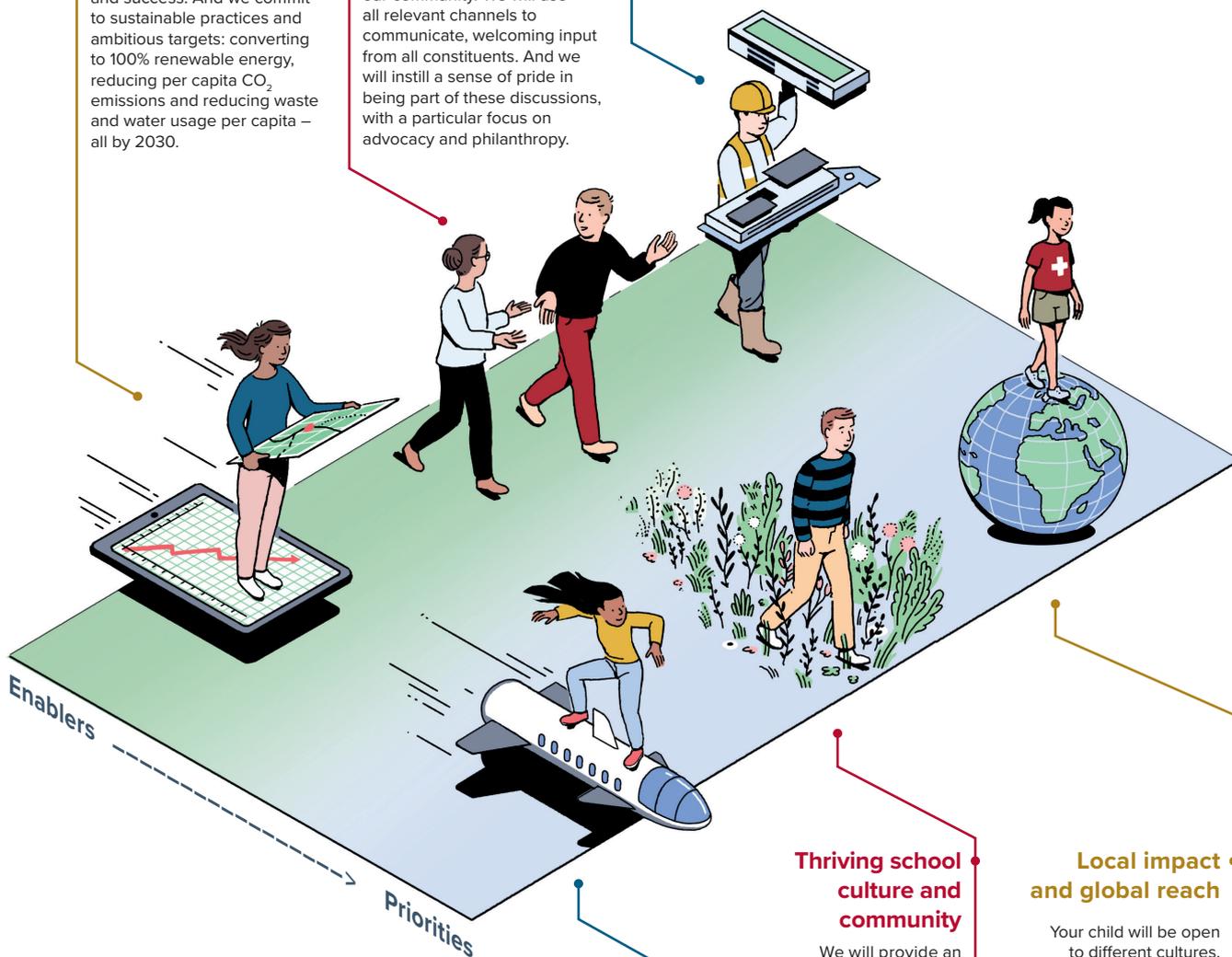
While we are a non-profit organization, we will maintain a business mindset. We will ensure that ZIS manages its budget in a rigorous yet responsible way, with an approach to student enrolment, retention and staffing that sets the school up for growth and success. And we commit to sustainable practices and ambitious targets: converting to 100% renewable energy, reducing per capita CO<sub>2</sub> emissions and reducing waste and water usage per capita – all by 2030.

## Transparent, collaborative stakeholder communications

Our community plays a vital role in who we are. We will develop dedicated communication programs around our sustainability strategy aimed at uniting, exciting and motivating our community. We will use all relevant channels to communicate, welcoming input from all constituents. And we will instill a sense of pride in being part of these discussions, with a particular focus on advocacy and philanthropy.

## Excellent campus facilities

A 21st-century education requires 21st-century facilities. The two-hub model, with the new Middle School at its heart, enables us to deliver inspiring learning environment and a more connected community. We will deliver a sustainable school: investing to substantially improve energy efficiency, including geothermal energy at the Lower School, a new ventilation system at the Upper School and LED and solar panels at both sites.



Enablers

Priorities

## Academic challenge and support for each student

We will provide an education for tomorrow's opportunities. We will deliver outstanding teaching, led by well-supported teachers. We will provide clearly-defined academic and co-curricular activities, with a strong focus on STEM. We will ensure that every student has a deep understanding of sustainability through an SDG-embedded, systems-thinking driven curriculum and through real world engagement. And we will draw from data and other insights to ensure that your child's education builds on their unique potential.

## Thriving school culture and community

We will provide an education that builds on who your child is, as well as what they know. We will ensure that your child understands the importance of good values, and the power they hold to make the world better. We will enable students to build powerful connections to and engagement with our local community by deepening integration and developing sustained partnerships. And we will ensure that ZIS supports your child's social, emotional and mental well-being throughout their journey with us.

## Local impact and global reach

Your child will be open to different cultures, backgrounds and perspectives. Through our excellent German pathways and local connections – we will help your child develop a bond with their community and a desire to support it. We will develop true global citizens who recognize the value of their local community. And we will ensure that sustainability, equity and inclusion are nurtured as shared values across our community, enabling our students are able to take their places as responsible citizens and custodians of all our futures.